

## Classified Hourly Salary Schedule 2020-2021

### Classified Support Staff

Range/Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>A</b>	50.89	52.47	54.10	55.77	57.49	59.21	60.93	62.66	64.39	66.11					
<b>A1</b>	28.91	30.35	31.87	33.47	35.14	36.89	38.74	40.69	42.72	44.86					
<b>B</b>	22.37	23.54	24.78	26.09	27.46	28.91	30.35	31.87	33.47	35.14	36.89	38.74	40.69	42.72	44.86
<b>C</b>	21.60	22.75	23.87	25.08	26.33	27.64	29.03	30.48	32.00	33.60	35.28	37.04	38.90	40.85	42.89
<b>D</b>	19.95	20.99	22.11	22.40	24.49	25.79	27.14	28.49	29.91	31.42	32.99	34.63	36.37	38.19	40.09
<b>E</b>	18.31	19.26	20.30	21.30	22.37	23.48	24.65	25.89	27.19	28.55	29.98	31.48	33.05	34.70	36.44
<b>F</b>	18.10	19.06	20.00	20.99	22.06	23.17	24.32	25.53	26.80	28.16	29.57	31.05	32.60	34.23	35.95
<b>G</b>	15.80	16.63	17.50	18.42	19.38	20.42	21.43	22.50	23.64	25.25	26.51	27.84	29.23	30.69	32.22

*Recommend salary schedule be reviewed every 2 -3 years for market comparison and budget sustainability*

- next review March 2021

### Job Classifications

210 Workdays + 10 Holidays + 10 Vacations = 230 paid days

<b>A</b>	Business Director *
<b>A1</b>	Technology Coordinator*
<b>B</b>	Attendance/Payroll Specialist; Attendance/Payroll Assistant; Administrative Business Assistant; Business Assistant/Student Records/Facility Coord; Business Director Assistant
<b>C</b>	Maintenance
<b>D</b>	Resource Facilitator
<b>E</b>	Administrative Assistant; Enrollment Coordinator/Front Desk
<b>F</b>	Unassigned
<b>G</b>	IT Help Desk Assistant

**\*exempt position**

### Comments

- 1 FTE is defined as 230 paid days @ 7.5 hours per day
- Employees are benefit eligible at .75 FTE
- Full time employees earn 12 sick days per year
- Full time employees receive 10 paid holidays per year
- Full time employees receive 10 paid vacation days per year to be paid in July  
See Employee Handbook for more detail.
- Initial placement is at the Executive Director's discretion
- Salary steps reflect one full year of employment at FCS.

Health Benefit Cap	
Employee	\$4,562
Employee + Child	\$7,637
Employee + Spouse	\$8,212
Employee + Family	\$10,543

### Board Approvals/Revisions

2006/2007 - Board Approved 5/16/06

2007/08 - Board revised: 5% COLA

2008/09 - Board revised: Benefit cap increase to \$6500

2009/10 - No COLA or Step increase

2010/11 - No COLA or Step increase

2011/12 - No COLA or Step increase

2012/13 - Board revised: 3% increase

2013/14 - Board revised: two step increase/ Benefit cap increase to \$7000/Life Ins. Available to all emp/Vision & Dental included under cap/7.5 hour workday/Board approved COLA increase of 1.56%

2014/15 - Board approved the addition of 5 steps totaling 15 steps/COLA increase of .85%; Benefit cap increase to \$7500; 3/18/14.

2014/15 - Board approved 10 vacation days to be paid in July only; 5/27/14

2015/16 - Board approved COLA increase of 1.02%; May 26, 2015

2015/16 - Board approved COLA increase of 1.02%; May 26, 2015

2015/16 - Board approved 16/17 salary schedule. No COLA or Health Cap increase; March 15, 2016

2016/2017 - Board approved 5% raise effective July 1, 2016

2017/18 - Board approved corrections to Health Benefit cap. 1/16/18

2017/2018 - Board approved 2.5% COLA increase; Revised Job Classifications. 4/17/18

2018/2019 - .... Removed job classification 'H'; added "A1" as exempt position

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2019-20 - Board approved 3% annual increase. 10-15-19

2020-2021 - Board approved 2% annual increast 4/21/2020

**Charter Council Approved: 22 Sept 2020**

**Effective: July 1, 2020**